



2023 Pay Parity Plan

Judicial Branch

Summary



- Review of 2022 Pay Parity Plan
- 2023 Benchmarking of Key Roles
- KCOJ Efforts to Reduce Salary Compression
- Employee Retention Suggestions
- KCOJ 2023 Pay Parity Plan

Review of 2022 Pay Parity Plan

- Salary benchmarking revealed KCOJ staff and Circuit Court Clerks paid on average 11% - 12% less than similar roles within other government entities
- The National Center for State Courts listed Kentucky among the lowest paid Supreme, Appellate and General Jurisdiction Judges in the country
- Chief Justice Minton requested \$10,000 per employee to close the compensation gap
- Legislators responded by appropriating 8% increases to non-elected employees and elected officials, and an additional \$2,000 to non-elected employees



2023 Benchmarking Data

- Overall Comparison:
 - KCOJ to Executive Branch
 - Considered full-time, permanent, non-elected
 - Salaries converted to 37.5-hour equivalent
- Average salary disparity: 12.3% or \$5,340
- Closing the disparity gap between the branches of state government is the number-one priority of the Judicial Branch

Government Branch	Annual Salary Equivalent to 37.5	Salary Disparity
Executive Branch/18A	\$48,770	
Judicial Branch	\$43,430	-12.3%



2023 Benchmarking: Key Roles

The KCOJ focused compensation analysis on the below key roles:

- Deputy Clerk
- Pretrial Services Specialist
- Case Manager
- (Elected) Circuit Court Clerk
- (Elected) Judges and Justices



2023 Benchmarking Data

Deputy Clerk

- Comparison:
 - KCOJ Deputy Clerk
 - Executive Branch Admin Specialist III
- Average salary disparity: **6% or \$2,208**

Role	Deputy Clerk	Administrative Specialist
0-4 Years	\$34,001.93	\$36,931.77
5-9 Years	\$35,201.03	\$39,013.17
10-14 Years	\$40,869.83	\$40,752.16

Deputy Clerk vs. Admin. Specialist



KCOJ pay tier salaries provided for Deputy Clerk role due to turnover of 19%



2023 Benchmarking Data Pretrial Services

- Comparison:
 - KCOJ Pretrial Services Specialist
 - Executive Branch Probation & Parole Officer
- Average salary disparity: **11% or \$5,020**

Role	Pretrial Services Specialist	Probation & Parole
0-4 Years	\$36,864.21	\$40,993.90
5-9 Years	\$38,900.26	\$43,147.31
10-14 Years	\$39,870.71	\$48,107.95

Pretrial vs. Probation & Parole



2023 Benchmarking Case Manager

- Comparison:
 - KCOJ Case Manager
 - Executive Branch Case Management Specialist
- Average salary disparity: **17% or \$6,700**

Role	Case Manager	Case Mgmt Specialist
0-4 Years	\$36,804.82	\$43,263.71
5-9 Years	\$39,554.63	\$45,862.49
10-14 Years	\$43,212.54	\$49,612.62

Case Manager vs. Case Mgmt Spec.



2023 Benchmarking Data Circuit Court Clerk Elected Official

Circuit Court Clerk Comparison to County Salaries				
Population Level	Circuit Court Clerk	County Clerk	Annual Difference	% Difference
0 – 9,999	\$82,816	\$91,236	\$8,420	10.2%
10,000 – 19,999	\$88,833	\$98,255	\$9,422	10.6%
20,000 – 29,999	\$94,856	\$105,273	\$10,417	11.0%
30,000 – 44,999	\$101,204	\$112,291	\$11,087	11.0%
45,000 – 59,999	\$106,987	\$119,309	\$12,322	11.5%
60,000 – 89,999	\$113,003	\$126,327	\$13,324	11.8%
90,000 – 499,999	\$119,014	\$133,346	\$14,332	12.0%
500,000+	\$125,052	\$140,364	\$15,312	12.2%

- Comparison – Circuit Court Clerk to County Clerk
- Average salary disparity: 11%-12% less which is \$11,830/yr.



2023 Benchmarking General Jurisdiction Judge Elected Official

- Kentucky falls in the bottom three states/territories nationally
- Regionally, Kentucky pays less than all bordering states with one exception – West Virginia
- Kentucky circuit and district judges make \$30,553 less than the national average – a difference of 21.6%
- Cost-of-Living (COLA) adjusts Kentucky’s general jurisdiction ranking from 52 to 32

General Jurisdiction Court Rankings		
<i>Ranking</i>	<i>State/Territory</i>	<i>Ave Salary</i>
BORDER STATE SALARIES		
3	Illinois	\$223,219
11	Tennessee	\$194,808
18	Virginia	\$184,617
-	National Average	\$171,954
29	Indiana	\$165,276
30	Missouri	\$163,082
39	Ohio	\$155,485
BOTTOM 3 SALARIES		
52	Kentucky	\$141,401
53	West Virginia	\$132,300
54	Puerto Rico	\$89,600



2023 Benchmarking Intermediate Appellate Judge Elected Official

- Kentucky falls in the bottom three states/territories nationally
- Regionally, Kentucky pays less than all bordering states with one exception – West Virginia
- Kentucky appellate judges make \$35,448 less than the national average – a difference of 24.0%

Intermediate Appellate Court Rankings		
<i>Ranking</i>	<i>State/Territory</i>	<i>Ave Salary</i>
BORDER STATE SALARIES		
2	Illinois	\$243,256
10	Tennessee	\$201,768
12	Virginia	\$195,422
16	Indiana	\$193,501
-	National Average	\$183,010
27	Missouri	\$172,937
29	Ohio	\$169,075
BOTTOM 3 SALARIES		
40	Kentucky	\$147,562
41	West Virginia	\$142,500
42	Puerto Rico	\$105,000



2023 Benchmarking Supreme Court Justice Elected Official

- Kentucky falls in the bottom three states/territories nationally
- Regionally, Kentucky pays less than all bordering states with one exception – West Virginia
- Kentucky Supreme Court justices make \$38,055 less than the national average – a difference of 24.8%

Supreme Court Rankings		
<i>Ranking</i>	<i>State/Territory</i>	<i>Ave Salary</i>
BORDER STATE SALARIES		
2	Illinois	\$258,456
13	Virginia	\$212,365
15	Tennessee	\$208,704
22	Indiana	\$199,059
-	National Average	\$191,806
26	Missouri	\$189,198
32	Ohio	\$181,400
BOTTOM 3 SALARIES		
52	Kentucky	\$153,751
53	West Virginia	\$149,600
54	Puerto Rico	\$120,000



2023 Benchmarking Judges and Justices - Border States Considerations Elected Official

- When comparing Kentucky to the seven bordering states, Kentucky:
 - Ranks 7th in average judicial salary
 - Has the second lowest COLA factor (to Missouri)
 - Aligns with median state, sales and property tax rates
- Tennessee pays \$54,000 more than Kentucky, despite having a similar cost-of-living and lower tax burden
- The national median salary for general jurisdiction judges including COLA is \$161,000

KENTUCKY - STATISTICS							
	\$147,571		92.2%	5.00%	9.6%	6.00%	0.82%
BORDER STATES - STATISTICS							
ST	Ave Salary Difference	% Salary Difference	COLA Factor	State Income Tax	St/Local Tax Burden	Sales Tax	Property Tax
IL	\$94,075	63.7%	100.0%	4.95%	12.9%	6.25%	2.05%
IN	\$38,374	26.0%	95.6%	3.23%	9.3%	7.00%	0.84%
MO	\$27,501	18.6%	90.5%	5.40%	9.3%	4.23%	0.99%
OH	\$21,082	14.3%	92.6%	3.99%	10.0%	5.75%	1.58%
TN	\$54,189	36.7%	92.3%	0.00%	7.6%	7.00%	0.68%
VA	\$49,987	33.9%	102.4%	5.75%	12.5%	5.30%	0.87%
WV	(\$6,105)	(4.1%)	95.5%	6.50%	9.8%	6.00%	0.55%



KCOJ Efforts to Improve Salary Plan

- **Addressing Low New Hire Pay:** Salary scale tied to related job experience, increasing flexibility in start rates for new hires with experience, implemented 7/1/2014
- **Addressing Pay Compression and Retention:** 10% length of service increases provided at 5, 10, 15, and 20 years of continuous KCOJ service
- Strict pay practices prevent arbitrary salary increases only allowing increases for substantial changes in role or job responsibilities



Employee Retention Suggestions

- Increase employer contributions to the Tier 3 retirement plan to match the employee's contribution (up to) 6%
- Update Tier 3 retirement scenarios to exclude upside sharing as this additional contribution has yet to be applied. Utilize language to convey this as an added benefit as funds are available.
- Consider revising KRS 18A.355 to include language which would authorize an annual COLA, instead of the annual increment of 5%, which has been notwithstanding for approximately the past 20 years.
- Reduce the benefits eligibility waiting period for new hires
- Engage an on-demand pay solution to provide employees expedited access to pay



2023 Pay Parity Plan



- Request KCOJ non-elected employees and elected officials receive the annual increment/cost-of-living increase awarded to Executive and Legislative branch employees
- Request an additional at dollar increase to address the disparity gap, applied to the annual salary of KCOJ non-elected employees and elected officials, to close the compensation gap with comparable roles



Questions?

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